

ANNUAL

STATISTICAL REPORT

PUBLIC SCHOOL

CERTIFIED PERSONNEL

AND

EMPLOYEES IN

NONCERTIFIED

POSITIONS

1986-87



JERRY L. EVANS
STATE SUPERINTENDENT OF PUBLIC INSTRUCTION

BOISE, IDAHO

**ANNUAL
STATISTICAL REPORT**

Prepared by:

**STATE OF IDAHO
DEPARTMENT OF EDUCATION
FINANCE DIVISION
LEN B. JORDAN BUILDING
BOISE, IDAHO 83720
(208) 334-3330**

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INTRODUCTION.....	i-iv
SCHOOL DISTRICT MEMBERSHIP GROUPS WITH TEACHER FTE & STUDENT/TEACHER RATIO BY DISTRICT.....	1-2

CERTIFIED STAFF

NUMBER OF CERTIFIED EMPLOYEES.....	3-4
SALARIES.....	5-12
EXPERIENCE LEVELS.....	13
AGE LEVELS.....	14
EDUCATIONAL LEVELS.....	15
SOURCE OF EDUCATION.....	16
TURNOVER.....	17

NONCERTIFIED STAFF

NUMBER OF NONCERTIFIED EMPLOYEES & SALARIES.....	18-23
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INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators, and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- This report is based on personnel information submitted by each school district in the fall of 1986. Salary information for both certified and noncertified staff was supplied for the 1986-87 school year.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this report statistics are reported for school districts grouped according to their student membership. This information was obtained from the enrollment reports submitted by school districts as of October 1, 1986. District membership is defined as the total student membership less the total student withdrawal as of the above date. The five membership groups are: districts with over 5,000 students, districts with 2,500 - 4,999 students, districts with 1,000 - 2,499 students, districts with 500 - 999 students, and districts with 1 - 499 students. See page 1 of this report for a list of the school districts within each enrollment size category.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPINGS -- Activities of certified employees are grouped into 22 basic classifications. These classifications, the abbreviations used in the statistical tables, and, in some cases, definitions of the classifications are listed below:

1. Superintendent
2. Assistant Superintendent
3. Director -- Administrator of a districtwide educational program
4. Supervisor/Coordinator -- Supv./Coord. -- Educator with responsibility for teachers or courses in a specified subject or service area
5. Consultant/Specialist -- Cons./Spec. -- Educator employed and qualified to provide educational advice and service in a school district
6. Elementary Principal
7. Secondary Principal
8. Assistant Principal
9. Elementary Teacher -- Certified teacher who works with students in grades K-6
10. Secondary Teacher -- Certified teacher who works with students in grades 7-12
11. Librarian
12. Counselor
13. School Psychologist
14. Psychological Examiner
15. School Nurse
16. School Social Worker
17. Speech and Hearing Therapist -- Sp./H. Therapist
18. Head Teacher
19. Dean of Boys/Dean of Girls
20. Business Manager
21. Intern (Teacher/Administrator)
22. Media Generalist

For clarity of tabular presentation, these 22 classifications are sometimes structured into the activity groupings listed below:

GROUPINGS INTO 11 ACTIVITY GROUPS:

1. Superintendents
2. Other Dist. Adm.:
Assistant Superintendents
Directors
Business Managers
3. Cur./Prog. Serv.:
Supervisors/Coordinators
Consultants/Specialists
4. Sec. Principals

5. Elem. Principals
Elem. Principals
Head Teachers
6. Asst. Principals
7. Media Services:
Librarians
Media Generalists
8. Guid. Services:
Counselors
School Psychologists
Psychological Examiners
School Social Workers
Deans
9. Health Services:
School Nurses
Speech and Hearing Therapists
10. Sec. Teachers
11. Elem. Teachers

GROUPINGS INTO 4 ACTIVITY GROUPS:

1. District Administration:
Superintendents
Asst. Superintendents
Directors
Supervisors/Coordinators
Consultants/Specialists
Business Managers
2. School Administration:
Elementary Principals
Head Teachers
Secondary Principals
Assistant Principals
3. Student Services:
Librarians
Media Generalists
Counselors
School Psychologists
Psychological Examiners
School Nurses
School Social Workers
Speech and Hearing Therapists
Deans
4. Instructional Services:
Elementary Teachers
Secondary Teachers

NOTE: Both groupings by eleven activity groups and by four activity groups exclude Interns.

CLASSIFICATION OF PERSONNEL -- In any table in the certified employee section of this report each employee is counted once. Certified employees who were reported by the school districts as performing two or more activities have been counted in the activity that appears highest on the list of the 22 job classifications. For example, a person employed as both a teacher and a counselor will be counted as a teacher because this activity appears highest on the list of job classifications.

Noncertified employees who are engaged in two or more activities have been counted as one employee in each job classification that is performed. Hence, the "actual" noncertified employee count is not a head count of total employees, but rather a count of the number of employees who perform each activity.

An employee who is engaged in both certified and noncertified activities has been counted once as a certified employee and once as a noncertified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a vehicle operator in the noncertified section.

SCHOOL DISTRICT MEMBERSHIP GROUP

The following table lists the 5 membership groups with districts listed in sequence by membership size. In addition, the number of full-time equivalent teachers and the student/teacher (FTE) ratio is shown for each district.

The ratios are computed on the basis of the October 1st student membership (i.e. enrollment with withdrawals deducted). On this basis the statewide student membership, for example, is 208,391 pupils. Enrollment for the same period without deductions of withdrawals is 211,360 pupils. The count of teachers used in computing these ratios are full-time equivalence (FTE) counts (i.e. the percentage of full-time worked by each employee). It should be noted that all teachers are counted including special education and resource room teachers.

RANK (a)	DIST # (b)	DISTRICT NAME (c)	OCTOBER 1, 1986			NUMBER OF TEACHERS (FTE) (g)	STUDENT TEACHER RATIO f/g (h)
			ENROLLMENT (d)	WITHDRAWALS (e)	MEMBERSHIP (f)		
DISTRICTS WITH OVER 5000 STUDENTS							
1	001	BOISE	22,152	157	21,995	1,081.9	20.3
2	025	POCATELLO	13,216	105	13,111	598.5	21.9
3	002	MERIDIAN	13,105	61	13,044	609.1	21.4
4	091	IDAHO FALLS	9,127	120	9,007	405.3	22.2
5	131	NAMPA	7,542	318	7,224	369.6	19.5
6	093	BONNEVILLE	7,057	160	6,897	308.8	22.3
7	271	COEUR D'ALENE	6,844	75	6,769	332.0	20.4
8	411	TWIN FALLS	6,926	343	6,583	304.5	21.6
9	151	CASSIA CO.	5,175	110	5,065	235.2	21.5
9 DISTRICTS		TOTAL	91,144	1,449	89,695	4,244.9	21.1
DISTRICTS WITH 2,500 - 4,999 STUDENTS							
10	082	BONNER CO.	4,969	67	4,902	257.6	19.0
11	340	LEWISTON	4,753	68	4,685	226.9	20.6
12	331	MINIDOKA CO.	4,617	86	4,531	224.2	20.2
13	055	BLACKFOOT	4,520	81	4,439	211.4	21.0
14	132	CALDWELL	4,284	85	4,199	202.7	20.7
15	321	MADISON	4,109	55	4,054	163.2	24.8
16	251	JEFFERSON CO.	3,729	23	3,706	147.3	25.2
17	193	MOUNTAIN HOME	3,551	48	3,503	188.2	18.6
18	273	POST FALLS	3,105	58	3,047	145.8	20.9
19	261	JEROME	2,732	22	2,710	118.5	22.9
20	215	FREMONT CO.	2,642	22	2,620	117.1	22.4
21	281	MOSCOW	2,637	23	2,614	145.8	17.9
12 DISTRICTS		TOTAL	45,648	638	45,010	2,148.7	20.9
DISTRICTS WITH 1,000 - 2,499 STUDENTS							
22	052	SNAKE RIVER	2,415	41	2,374	101.7	23.3
23	221	EMMETT	2,336	8	2,328	101.0	23.0
24	060	SHELLEY	2,301	22	2,279	91.2	25.0
25	139	VALLIVUE	2,272	32	2,240	107.1	20.9
26	272	LAKELAND	2,269	35	2,234	102.7	21.8
27	201	PRESTON	2,144	23	2,121	93.2	22.8
28	003	KUNA	2,102	9	2,093	93.5	22.4
29	061	BLAINE CO.	2,079	49	2,030	118.5	17.1
30	391	KELLOGG	1,995	35	1,960	106.8	18.4
31	241	GRANGEVILLE	1,954	12	1,942	109.7	17.7
32	171	OROFINO	1,898	8	1,890	105.6	17.9
33	021	MARSH VALLEY	1,715	19	1,696	83.2	20.4
34	134	MIDDLETON	1,701	29	1,672	78.8	21.2
35	033	BEAR LAKE	1,652	3	1,649	73.6	22.4
36	371	PAYETTE	1,660	22	1,638	75.3	21.8
37	381	AMERICAN FALLS	1,634	6	1,628	85.2	19.1
38	431	WEISER	1,541	13	1,528	70.3	21.7
39	412	BUHL	1,543	21	1,522	71.5	21.3
40	101	BOUNDARY CO.	1,494	5	1,489	75.4	19.7
41	041	ST. MARIES	1,413	16	1,397	67.6	20.7
42	322	SUGAR-SALEM	1,368	11	1,357	57.6	23.6
43	291	SALMON	1,293	15	1,278	58.1	22.0
44	150	SODA SPRINGS	1,233	0	1,233	50.6	24.4
45	413	FILER	1,102	8	1,094	55.3	19.8
46	373	FRUITLAND	1,117	27	1,090	57.5	19.0
47	231	GOODING	1,053	16	1,037	56.1	18.5
48	059	FIRTH	1,011	7	1,004	46.0	21.8
27 DISTRICTS		TOTAL	46,295	492	45,803	2,193.1	20.9

RANK (a)	DIST # (b)	DISTRICT NAME (c)	OCTOBER 1, 1986			NUMBER OF TEACHERS (FTE) (g)	STUDENT TEACHER RATIO f/g (h)
			ENROLLMENT (d)	WITHDRAWALS (e)	MEMBERSHIP (f)		
DISTRICTS WITH 500 - 999 STUDENTS							
49	421	McCALL DONNELLY	1,003	15	988	57.9	17.1
50	370	HOMEDALE	1,011	28	983	45.5	21.6
51	393	WALLACE	998	26	972	64.4	15.1
52	414	KIMBERLY	969	11	958	49.0	19.6
53	351	ONEIDA	946	1	945	47.1	20.1
54	137	PARMA	942	18	924	47.9	19.3
55	232	WENDELL	929	22	907	46.0	19.7
56	401	TETON CO.	847	9	838	42.0	20.0
57	058	ABERDEEN	837	11	826	42.5	19.4
58	372	NEW PLYMOUTH	803	24	779	41.0	19.0
59	111	ARCO	787	10	777	39.0	19.9
60	181	CHALLIS	763	8	755	44.5	17.0
61	253	WEST JEFFERSON	752	3	749	36.5	20.5
62	148	GRACE	726	11	715	34.0	21.0
63	252	RIRIE	660	6	654	26.9	24.3
64	284	WHITEPINE	652	3	649	46.7	13.9
65	192	GLENNS FERRY	658	13	645	38.0	17.0
66	363	MARSING	651	16	635	35.6	17.8
67	262	VALLEY	601	4	597	33.0	18.1
68	304	KAMIAH	594	10	584	34.0	17.2
69	202	WEST SIDE	569	3	566	27.5	20.6
70	285	POTLATCH	567	3	564	34.6	16.3
71	341	LAPWAI	553	5	548	36.6	15.0
72	365	BRUNEAU GR-VIEW	522	4	518	27.0	19.2
73	136	MELBA	515	2	513	27.5	18.7
25 DISTRICTS TOTAL			18,855	266	18,589	1,004.7	18.5
DISTRICTS WITH 1 - 499 STUDENTS							
74	242	COTTONWOOD	476	0	476	31.0	15.4
75	133	WILDER	473	31	442	28.4	15.6
76	415	HANSEN	381	0	381	24.0	15.9
77	233	HAGERMAN	390	10	380	19.5	19.5
78	013	COUNCIL	378	2	376	22.5	16.7
79	312	SHOSHONE	381	7	374	21.9	17.1
80	042	WEST BENEWAH	363	3	360	24.5	14.7
81	417	CASTLEFORD	328	6	322	17.5	18.4
82	422	CASCADE	329	7	322	19.1	16.9
83	283	KENDRICK	316	0	316	20.4	15.5
84	135	NOTUS	313	1	312	19.4	16.1
85	182	MACKAY	311	0	311	19.5	15.9
86	282	GENESSEE	307	4	303	20.0	15.2
87	305	HIGHLAND	299	2	297	18.2	16.3
88	343	TAMMANY	288	6	282	12.7	22.2
89	274	KOOTENAI	280	10	270	21.0	12.9
90	432	CAMBRIDGE	263	1	262	19.5	13.4
91	149	NORTH GEM	262	9	253	16.0	15.8
92	392	MULLAN	244	0	244	21.3	11.5
93	418	MURTAUGH	239	6	233	17.0	13.7
94	011	MEADOWS VALLEY	215	0	215	15.5	13.9
95	316	RICHFIELD	200	4	196	17.0	11.5
96	073	HORSESHOE BEND	195	1	194	12.5	15.5
97	071	GARDEN VALLEY	193	0	193	13.9	13.9
98	382	ROCKLAND	177	0	177	14.8	12.0
99	234	BLISS	178	4	174	12.5	13.9
100	161	CLARK CO.	170	0	170	15.5	11.0
101	072	BASIN	174	5	169	10.0	16.9
102	121	CAMAS CO.	165	0	165	13.5	12.2
103	342	CULDESAC	165	0	165	12.1	13.6
104	302	NEZPERCE	152	0	152	15.1	10.1
105	314	DIETRICH	151	0	151	11.0	13.7
106	275	WORLEY	129	0	129	15.0	8.6
107	092	SWAN VALLEY	103	0	103	3.0	34.3
108	292	SOUTH LEMHI	102	3	99	14.0	7.1
109	433	MIDVALE	96	0	96	10.6	9.1
110	394	AVERY	66	0	66	4.0	16.5
111	172	ELK RIVER	42	1	41	9.8	4.2
112	138	SCISM ELEM.	40	0	40	3.7	10.8
113	364	PLEASANT VALLEY	39	1	38	2.0	19.0
114	383	ARBON ELEM.	26	0	26	2.0	13.0
115	416	THREE CREEK	10	0	10	1.0	10.0
116	191	PRAIRIE ELEM.	9	0	9	1.0	9.0
43 DISTRICTS TOTAL			9,418	124	9,294	642.9	14.5
116 DISTRICTS TOTALS			211,360	2,969	208,391	10,234.3	20.4

**CERTIFIED
STAFF
TABLES**

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

ACTIVITY	FTE EMPLOYEE TOTAL (a)	ACTUAL EMPLOYEE TOTAL (b)	ACTUAL NUMBER MEN (c)	ACTUAL NUMBER WOMEN (d)	% MEN IN ACTIVITY (c)/(b) (e)	% WOMEN IN ACTIVITY (d)/(b) (f)	% CERT. EMPLOYEES (b)/total cert. staff (g)
DISTRICT ADMINISTRATION							
Superintendent	109.0	111	110	1	99.10%	0.90%	0.92%
Asst. Superintendent	26.9	27	26	1	96.30%	3.70%	0.22%
Director	55.9	70	58	12	82.86%	17.14%	0.58%
Supervisor/Coordinator	54.9	56	30	26	53.57%	46.43%	0.46%
Consultant/Specialist	42.2	43	13	30	30.23%	69.77%	0.35%
Business Manager	6.1	7	7	0	100.00%	0.00%	0.06%
TOTAL	295.0	314	244	70	2.01%	0.58%	2.59%
SCHOOL ADMINISTRATION							
Elem. Principals	253.0	253	186	67	73.52%	26.48%	2.09%
Head Teachers	8.5	9	3	6	33.33%	66.67%	0.07%
Sec. Principals	165.0	165	159	6	96.36%	3.64%	1.36%
Asst. Principals	92.0	92	78	14	84.78%	15.22%	0.76%
TOTAL	518.5	519	426	93	3.52%	0.77%	4.28%
STUDENT SERVICES							
Librarians	111.2	115	22	93	19.13%	80.87%	0.95%
Media Generalists	54.1	56	14	42	25.00%	75.00%	0.46%
Counselors	241.2	250	141	109	56.40%	43.60%	2.06%
School Psychologist	88.1	94	55	39	58.51%	41.49%	0.78%
Psych. Examiner	2.5	3	1	2	33.33%	66.67%	0.02%
School Nurse	39.5	41	0	41	0.00%	100.00%	0.34%
School Social Worker	15.5	17	8	9	47.06%	52.94%	0.14%
Sp./H Therapist	113.7	129	17	112	13.18%	86.82%	1.06%
Deans	2.0	2	1	1	50.00%	50.00%	0.02%
TOTAL	667.8	707	259	448	2.14%	3.70%	5.83%
INSTRUCTIONAL SERVICES							
Elementary Teachers	5,365.5	5,541	783	4,758	14.13%	85.87%	45.73%
Secondary Teachers	4,868.8	5,031	2,744	2,287	54.54%	45.46%	41.52%
TOTAL	10,234.3	10,572	3,527	7,045	29.11%	58.14%	87.25%
OTHER SERVICES							
Interns	5.0	5	2	3	0.02%	0.02%	0.04%
TOTALS - CERTIFIED STAFF	11,720.6	12,117	4,458	7,659	36.79%	63.21%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES
FOR
11 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP GROUPS

ACTIVITY CLASSIFICATIONS	STATEWIDE (116 DISTRICTS)			DISTRICT WITH 5000 + STUDENTS (10 DISTRICTS)			DISTRICT WITH 2500-4900 STUDENTS (11 DISTRICTS)		
	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF
11 ACTIVITIES **									
SUPERINTENDENT	109.0	111	0.92%	9.0	9	0.07%	12.0	12	0.10%
OTHER DIST.ADMIN.	88.9	104	0.86%	38.9	39	0.32%	30.1	32	0.26%
CUR/PROG SERVICES	97.1	99	0.82%	58.2	59	0.49%	27.0	27	0.22%
PRINCIPAL - ELEM.	261.5	262	2.16%	105.0	105	0.87%	58.0	58	0.48%
PRINCIPAL - SEC.	165.0	165	1.36%	42.0	42	0.35%	33.0	33	0.27%
PRINCIPAL - ASST.	92.0	92	0.76%	57.0	57	0.47%	22.0	22	0.18%
MEDIA SERVICES	165.3	171	1.41%	43.9	46	0.38%	33.0	33	0.27%
GUID. SERVICES	349.3	366	3.02%	158.6	163	1.35%	75.3	78	0.64%
HEALTH SERVICES	153.2	170	1.40%	81.2	84	0.69%	25.7	28	0.23%
TEACHER - ELEM.	5,365.5	5,541	45.75%	2,278.7	2,345	19.36%	1,128.9	1,165	9.62%
TEACHER - SEC.	4,868.8	5,031	41.54%	1,966.2	2,002	16.53%	1,019.8	1,039	8.58%
TOTAL	11,715.6	12,112	100.00%	4,838.7	4,951	40.88%	2,464.8	2,527	20.85%

ACTIVITY CLASSIFICATIONS	DISTRICT WITH 1000-2499 STUDENTS (28 DISTRICTS)			DISTRICT WITH 500-999 STUDENTS (24 DISTRICTS)			DISTRICT WITH 1-499 STUDENTS (43 DISTRICTS)		
	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF
11 ACTIVITIES **									
SUPERINTENDENT	28.0	28.0	0.23%	25.0	25	0.21%	35.0	37	0.31%
OTHER DIST.ADMIN.	15.2	17.0	0.14%	4.2	11	0.09%	0.5	5	0.04%
CUR/PROG SERVICES	6.7	7.0	0.06%	4.0	4	0.03%	1.2	2	0.02%
PRINCIPAL - ELEM.	57.0	57	0.47%	27.0	27	0.22%	14.5	15	0.12%
PRINCIPAL - SEC.	50.0	50	0.41%	28.0	28	0.23%	12.0	12	0.10%
PRINCIPAL - ASST.	12.0	12	0.10%	1.0	1	0.01%	0.0	0	0.00%
MEDIA SERVICES	43.1	44	0.36%	24.3	25	0.21%	21.0	23	0.19%
GUID. SERVICES	71.0	74	0.61%	30.5	33	0.27%	13.9	18	0.15%
HEALTH SERVICES	32.4	37	0.31%	10.8	15	0.12%	3.1	6	0.05%
TEACHER - ELEM.	1,138.4	1,167	9.64%	509.0	531	4.38%	310.5	333	2.75%
TEACHER - SEC.	1,054.7	1,093	9.02%	495.7	532	4.39%	332.4	365	3.01%
TOTAL	2,508.5	2,586	21.35%	1,159.5	1,232	10.16%	744.1	816	6.74%

NOTE: The "% OF CERT. STAFF" is calculated by dividing the "#STAFF IN ACTIVITY CLASSIF." by 12,112, the statewide total number of staff.

** The 11 activity classification does not include Interns.

F.T.E. AVERAGE SALARY
FOR
CERTIFIED STAFF

*** STATEWIDE SUMMARY ***

ACTIVITY	FTE EMPLOYEE TOTAL (a)	ACTUAL EMPLOYEE TOTAL (b)	TOTAL SALARIES (c)	F.T.E. AVERAGE SALARY (c)/(a) (d)
DISTRICT ADMINISTRATION				
Superintendent	109.0	111	\$4,441,207	\$40,745
Asst. Superintendent	26.9	27	1,154,147	42,905
Director	55.9	70	2,029,273	36,302
Supervisor/Coordinator	54.9	56	1,728,797	31,490
Consultant/Specialist	42.2	43	1,111,953	26,350
Business Manager	6.1	7	231,170	37,897
TOTAL	295.0	314	\$10,696,547	\$36,259
SCHOOL ADMINISTRATION				
Elem. Principals	253.0	253	\$8,312,222	\$32,855
Head Teachers	8.5	9	218,658	25,724
Sec. Principals	167.0	165	5,751,554	34,858
Asst. Principals	92.0	92	3,068,146	33,349
TOTAL	518.5	519	\$17,350,580	\$33,463
STUDENT SERVICES				
Librarians	111.2	115	\$2,548,864	\$22,921
Media Generalists	54.1	56	1,198,264	22,149
Counselors	241.2	250	6,597,641	27,353
School Psychologist	88.1	94	2,428,679	27,567
Psych. Examiner	2.5	3	52,890	21,156
School Nurse	39.5	41	766,418	19,403
School Social Worker	15.5	17	380,550	24,552
Sp./W Therapist	113.7	129	2,599,797	22,865
Deans	2.0	2	62,011	31,006
TOTAL	667.8	707	\$16,635,114	\$24,910
INSTRUCTIONAL SERVICES				
Elementary Teachers	5,365.5	5,541	\$111,326,216	\$20,749
Secondary Teachers	4,868.8	5,031	108,467,386	22,278
TOTAL	10,234.3	10,572	\$219,793,602	\$21,476
OTHER SERVICES				
Interns	5.0	5	\$142,390	\$28,478
TOTALS - CERTIFIED STAFF	11,720.6	12,117	\$264,618,233	\$22,577

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

(Average Salary Based on Actual Employee Count)

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	MEN *	WOMEN *	ALL	MEN	WOMEN
				(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
22 ACTIVITIES											
Superintendent	\$4,441,207	110	1	\$39,446	\$39,363	\$48,530	\$3,305	\$0	\$40,011	\$39,933	\$48,530
Asst. Supt.	1,154,147	26	1	42,594	42,501	45,000	1,031	0	42,746	42,660	45,000
Director	2,029,273	58	12	27,997	27,787	29,012	3,703	4,171	28,990	28,554	31,098
Supv./Coord.	1,728,797	30	26	30,639	33,481	27,359	610	1,476	30,871	33,522	27,813
Cons./Spec.	1,111,953	13	30	25,312	28,453	23,951	2,484	1,440	25,859	29,600	24,239
Elem. Principals	8,312,222	186	67	31,926	31,908	31,976	3,927	2,309	32,855	32,985	32,493
Sec. Principals	5,751,554	159	6	33,665	33,530	37,243	4,033	3,638	34,858	34,722	38,456
Asst. Principals	3,068,146	78	14	32,760	32,820	32,423	2,320	3,394	33,349	33,385	33,150
Elem. Teachers	111,326,216	783	4,758	19,937	21,082	19,749	1,144	703	20,091	21,465	19,865
Sec. Teachers	108,467,386	2,744	2,287	20,728	21,573	19,715	1,786	1,054	21,560	22,721	20,166
Librarians	2,548,864	22	93	21,740	22,310	21,605	1,485	1,073	22,164	22,918	21,986
Counselors	6,597,641	141	109	25,448	26,223	24,446	1,875	1,401	26,391	27,367	25,128
Sch. Psychologist	2,428,679	55	39	24,949	26,558	22,681	2,630	1,348	25,837	27,658	23,269
Psych. Examiner	52,890	1	2	17,225	23,205	14,235	0	1,216	17,630	23,205	14,843
School Nurse	766,418	0	41	18,674	0	18,674	0	782	18,693	0	18,693
Sch.Social Worker	380,550	8	9	22,059	24,412	19,968	1,106	1,479	22,385	24,550	20,461
Sp./H Therapist	2,599,797	17	112	19,857	23,596	19,290	1,814	748	20,153	24,129	19,550
Head Teacher	218,658	3	6	23,433	22,510	23,895	1,600	1,140	24,295	23,577	24,655
Dean Boys/girls	62,011	1	1	30,458	34,993	25,923	0	1,095	31,006	34,993	27,018
Business Manager	231,170	7	0	33,024	33,024	0	0	0	33,024	33,024	0
Interns	142,390	2	3	28,478	30,621	27,049	0	0	28,478	30,621	27,049
Media Generalists	1,198,264	14	42	21,222	24,085	20,268	936	397	21,398	24,219	20,457
TOTALS											
	264,618,233	4,458	7,659								
11 ACTIVITIES **											
Superintendent	\$4,441,207	110	1	\$39,446	\$39,363	\$48,530	\$3,305	\$0	\$40,011	\$39,933	\$48,530
Other Dist.Admin.	3,414,590	91	13	32,125	32,394	30,242	3,035	4,171	32,833	32,928	32,167
Cur/Prog Services	2,840,750	43	56	28,325	31,961	25,533	2,015	1,461	28,694	32,336	25,898
Elem. Principals	8,530,880	189	73	31,634	31,759	31,312	3,839	2,062	32,561	32,836	31,849
Sec. Principals	5,751,554	159	6	33,665	33,530	37,243	4,033	3,638	34,858	34,722	38,456
Asst. Principals	3,068,146	78	14	32,760	32,820	32,423	2,320	3,394	33,349	33,385	33,150
Media Services	3,747,128	36	135	21,570	23,000	21,189	1,385	818	21,913	23,424	21,510
Guid. Services	9,521,771	206	160	25,123	26,270	23,646	2,026	1,386	26,016	27,352	24,295
Health Services	3,366,215	17	153	19,572	23,596	19,125	1,814	749	19,801	24,129	19,320
Elem. Teachers	111,326,216	783	4,758	19,937	21,082	19,749	1,144	703	20,091	21,465	19,865
Sec. Teachers	108,467,386	2,744	2,287	20,728	21,573	19,715	1,786	1,054	21,560	22,721	20,166
4 ACTIVITIES **											
District Admin.	\$10,696,547	244	70	\$33,515	\$35,459	\$26,736	\$2,965	\$2,274	\$34,065	\$35,982	27,386
School Admin.	17,350,580	426	93	32,479	32,614	31,862	3,673	2,360	33,431	33,640	32,471
Student Services	16,635,114	259	448	22,929	25,640	21,361	1,962	1,055	23,529	26,594	\$21,757
Instruct.Services	219,793,602	3,527	7,045	20,314	21,464	19,738	1,703	898	20,790	22,442	19,963

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (9 DISTRICTS)

(Average Salary Based on Actual Employee Count)

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	MEN *	WOMEN *	ALL	MEN	WOMEN
				(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
=====											
22 ACTIVITIES											
Superintendent	\$460,791	9	0	\$51,199	\$51,199	\$0	\$0	\$0	\$51,199	\$51,199	\$0
Asst. Supt.	512,380	10	1	46,572	46,729	45,000	95	0	46,580	46,738	45,000
Director	975,525	22	3	38,132	38,242	37,328	4,446	0	39,021	39,252	37,328
Supv./Coord.	1,294,683	23	16	32,984	35,217	29,775	610	1,771	33,197	35,270	30,218
Cons./Spec.	617,700	9	11	30,024	31,020	29,209	4,149	1,590	30,885	32,403	29,642
Elem. Principals	3,584,790	71	31	34,302	34,085	34,800	6,248	1,583	35,145	35,229	34,953
Sec. Principals	1,615,404	37	5	36,870	36,482	39,739	6,676	95	38,462	38,286	39,758
Asst. Principals	1,947,519	49	8	33,504	33,477	33,666	2,764	3,394	34,167	34,041	34,939
Elem. Teachers	48,696,270	276	2,069	20,731	23,139	20,410	436	172	20,766	23,262	20,433
Sec. Teachers	45,501,456	1,022	980	22,175	23,360	20,940	1,327	715	22,728	24,177	21,216
Librarians	699,422	6	25	22,374	24,101	21,959	0	976	22,562	24,101	22,193
Counselors	3,021,000	48	58	28,008	29,349	26,899	1,147	1,210	28,500	29,779	27,441
Sch. Psychologist	1,225,224	26	16	28,603	29,796	26,664	2,186	1,057	29,172	30,553	26,928
Psych. Examiner	23,205	1	0	23,205	23,205	0	0	0	23,205	23,205	0
School Nurse	567,008	0	29	19,525	0	19,525	0	782	19,552	0	19,552
Sch. Social Worker	272,940	6	6	22,737	25,716	19,758	0	95	22,745	25,716	19,774
Sp./H Therapist	1,266,595	8	47	22,788	27,218	22,034	50	597	23,029	27,231	22,314
Head Teacher	78,582	0	3	24,875	0	24,875	0	1,319	26,194	0	26,194
Dean Boys/girls	62,012	1	1	30,458	34,993	25,923	0	1,095	31,006	34,993	27,018
Business Manager	120,636	3	0	40,212	40,212	0	0	0	40,212	40,212	0
Interns	85,038	1	2	28,346	37,890	23,574	0	0	28,346	37,890	23,574
Media Generalists	330,120	4	11	21,855	28,335	19,498	750	222	22,008	28,522	19,639
=====											
TOTALS	112,958,300	1,632	3,322								
=====											
11 ACTIVITIES **											
Superintendent	\$460,791	9	0	\$51,199	\$51,199	\$0	\$0	\$0	\$51,199	\$51,199	\$0
Other Dist. Admin.	1,608,541	35	4	40,673	40,836	39,246	3,721	0	41,245	41,473	39,246
Cur/Prog Services	1,912,383	32	27	31,981	34,036	29,544	2,734	1,693	32,413	34,464	29,983
Elem. Principals	3,663,372	71	34	34,033	34,085	33,924	6,248	1,451	34,889	35,229	34,180
Sec. Principals	1,615,404	37	5	36,870	36,482	39,739	6,676	95	38,462	38,286	39,758
Asst. Principals	1,947,519	49	8	33,504	33,477	33,666	2,764	3,394	34,167	34,041	34,939
Media Services	1,029,542	10	36	22,204	25,795	21,207	750	570	22,381	25,870	21,413
Guid. Services	4,604,381	82	81	27,774	29,219	26,311	1,494	1,152	28,248	29,711	26,767
Health Services	1,833,603	8	76	21,662	27,218	21,077	50	650	21,829	27,231	21,260
Elem. Teachers	48,696,270	276	2,069	20,731	23,139	20,410	436	172	20,766	23,262	20,433
Sec. Teachers	45,501,456	1,022	980	22,175	23,360	20,940	1,327	715	22,728	24,177	21,216
=====											
4 ACTIVITIES **											
District Admin.	\$3,981,715	76	31	\$36,765	\$39,200	\$30,796	\$3,272	\$1,693	\$37,212	\$39,674	\$31,178
School Admin.	7,226,295	157	47	34,469	34,460	34,499	5,322	1,898	35,423	35,579	34,903
Student Services	7,467,526	100	193	25,147	28,716	23,298	1,373	856	25,486	29,128	\$23,599
Instruct. Services	94,197,726	1,298	3,049	21,396	23,313	20,580	1,229	482	21,670	23,983	20,685

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,000 STUDENTS (12 DISTRICTS)

(Average Salary Based on Actual Employee Count)

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY + EXTRA PAY		
				ALL (e)	MEN (f)	WOMEN (g)	MEN * (h)	WOMEN * (i)	ALL (j)	MEN (k)	WOMEN (l)
=====											
22 ACTIVITIES											
Superintendent	\$568,836	11	1	\$47,128	\$47,000	\$48,530	\$1,654	\$0	\$47,403	\$47,300	\$48,530
Asst. Supt.	410,520	10	0	40,649	40,649	0	1,343	0	41,052	41,052	0
Director	582,483	14	5	29,687	31,276	25,236	2,532	2,710	30,657	31,819	27,405
Supv./Coord.	236,601	5	4	25,918	28,792	22,326	0	1,669	26,289	28,792	23,160
Cons./Spec.	414,936	3	15	22,904	26,997	22,085	731	1,217	23,052	27,484	22,166
Elem. Principals	1,774,355	39	16	31,493	31,468	31,553	2,799	1,725	32,261	32,330	32,092
Sec. Principals	1,179,387	32	1	34,904	35,221	24,764	3,396	7,181	35,739	35,858	31,945
Asst. Principals	719,664	19	3	32,132	32,494	29,837	2,555	0	32,712	33,166	29,837
Elem. Teachers	23,654,160	156	1,009	20,072	20,822	19,956	1,305	1,198	20,304	21,156	20,172
Sec. Teachers	22,611,757	549	490	20,861	21,632	19,998	2,057	1,376	21,763	22,828	20,571
Librarians	674,268	6	22	23,527	23,998	23,398	1,041	1,921	24,081	24,345	24,009
Counselors	1,416,352	33	23	24,162	26,134	21,333	1,869	2,028	25,292	27,437	22,215
Sch. Psychologist	447,930	8	10	23,756	25,168	22,626	2,498	1,960	24,885	26,729	23,409
Psych. Examiner	18,176	0	1	18,176	0	18,176	0	0	18,176	0	18,176
School Nurse	48,064	0	2	24,032	0	24,032	0	0	24,032	0	24,032
Sch.Social Worker	69,132	1	2	21,228	22,368	20,658	1,106	2,172	23,044	23,474	22,830
Sp./H Therapist	547,976	5	21	20,748	22,016	20,446	2,040	1,484	21,076	22,832	20,658
Head Teacher	73,881	2	1	23,560	20,015	30,650	1,600	0	24,627	21,615	30,650
Dean Boys/girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	107,457	3	0	35,819	35,819	0	0	0	35,819	35,819	0
Interns	34,000	0	1	34,000	0	34,000	0	0	34,000	0	34,000
Media Generalists	101,365	2	3	20,274	19,928	20,504	0	0	20,273	19,928	20,504
=====											
TOTALS	55,691,300	898	1,630								
=====											
11 ACTIVITIES **											
Superintendent	\$568,836	11	1	\$47,128	\$47,000	\$48,530	\$1,654	\$0	\$47,403	\$47,300	\$48,530
Other Dist.Admin.	1,100,460	27	5	33,687	35,252	25,236	1,937	2,710	34,389	35,683	27,405
Cur/Prog Services	651,537	8	19	23,909	28,119	22,135	731	1,518	24,131	28,301	22,375
Elem. Principals	1,848,236	41	17	31,082	30,910	31,500	2,628	1,725	31,866	31,807	32,007
Sec. Principals	1,179,387	32	1	34,904	35,221	24,764	3,396	7,181	35,739	35,858	31,945
Asst. Principals	719,664	19	3	32,132	32,494	29,837	2,555	0	32,712	33,166	29,837
Media Services	775,633	8	25	23,034	22,981	23,051	1,041	1,921	23,504	23,241	23,589
Guid. Services	1,951,590	42	36	23,879	25,860	21,567	1,951	2,029	25,020	27,208	22,469
Health Services	596,040	5	23	20,983	22,016	20,758	2,040	1,184	21,287	22,832	20,951
Elem. Teachers	23,654,160	156	1,009	20,072	20,822	19,956	1,305	1,198	20,304	21,156	20,172
Sec. Teachers	22,611,757	549	490	20,861	21,632	19,998	2,057	1,376	21,763	22,828	20,571
=====											
4 ACTIVITIES **											
District Admin.	\$2,320,833	46	25	\$32,240	\$36,821	\$23,811	\$1,639	\$2,199	\$32,688	\$37,177	24,427
School Admin.	3,747,287	92	21	32,403	32,736	30,942	2,798	2,634	33,162	33,497	31,694
Student Services	3,323,263	55	84	23,095	25,092	21,787	1,901	1,937	23,908	26,233	\$22,387
Instruct.Services	46,265,917	705	1,499	20,444	21,453	19,970	1,974	1,292	20,992	22,458	20,303

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (27 DISTRICTS)

(Average Salary Based on Actual Employee Count)

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY + EXTRA PAY		
				ALL (e)	MEN (f)	WOMEN (g)	MEN * (h)	WOMEN * (i)	ALL (j)	MEN (k)	WOMEN (l)
22 ACTIVITIES											
Superintendent	\$1,193,472	28	0	\$42,624	\$42,624	\$0	\$0	\$0	\$42,624	\$42,624	\$0
Asst. Supt.	231,246	6	0	38,541	38,541		0	0	38,541	38,541	0
Director	293,051	8	3	24,110	22,971	27,149	4,552	7,092	26,641	24,678	31,877
Supv./Coord.	156,774	1	5	25,897	33,747	24,327		696	26,129	33,747	24,605
Cons./Spec.	20,033	0	1	18,694		18,694		1,339	20,033		20,033
Elem. Principals	1,812,664	47	9	31,585	31,594	31,537	3,559	1,200	32,369	32,503	31,671
Sec. Principals	1,684,350	50	0	32,653	32,653	0	3,446		33,687	33,687	0
Asst. Principals	370,884	9	3	30,639	30,288	31,693	1,072		30,907	30,645	31,693
Elem. Teachers	22,874,367	177	990	19,446	20,410	19,274	1,151	830	19,601	20,787	19,390
Sec. Teachers	22,857,909	655	438	19,987	20,793	18,781	1,936	1,211	20,913	22,020	19,257
Librarians	542,500	2	23	21,311	21,415	21,302	2,300	928	21,700	22,565	21,625
Counselors	1,208,144	34	15	23,508	24,158	22,035	1,909	1,158	24,656	25,505	22,730
Sch. Psychologist	569,779	16	7	23,519	25,041	20,040	3,689	1,007	24,773	26,655	20,471
Psych. Examiner	0	0	0	0	0	0	0	0	0	0	0
School Nurse	105,266	0	7	15,038		15,038	0	0	15,038		15,038
Sch.Social Worker	38,480	1	1	19,240	18,632	19,848		0	19,240	18,632	19,848
Sp./H Therapist	558,990	3	27	18,209	18,685	18,156	4,889	1,120	18,633	20,314	18,447
Head Teacher	27,500	1	0	27,500	27,500	0	0	0	27,500	27,500	0
Dean Boys/girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	0	0	0	0	0	0	0	0	0	0	0
Interns	23,352	1	0	23,352	23,352	0	0	0	23,352	23,352	0
Media Generalists	413,801	4	15	21,501	24,635	20,665	1,122	594	21,779	24,916	20,942
TOTALS											
	54,982,562	1,043	1,544								
11 ACTIVITIES **											
Superintendent	\$1,193,472	28	0	\$42,624	\$42,624	\$0	\$0	\$0	\$42,624	\$42,624	\$0
Other Dist.Admin.	524,297	14	3	29,204	29,644	27,149	4,552	7,092	30,841	30,619	31,877
Cur/Prog Services	176,807	1	6	24,868	33,747	23,388	0	910	25,258	33,747	23,843
Elem. Principals	1,840,164	48	9	31,513	31,509	31,537	3,559	1,200	32,283	32,398	31,671
Sec. Principals	1,684,350	50	0	32,653	32,653	0	3,446	0	33,687	33,687	0
Asst. Principals	370,884	9	3	30,639	30,288	31,693	1,072	0	30,907	30,645	31,693
Media Services	956,301	6	38	21,393	23,562	21,051	1,711	772	21,734	24,132	21,355
Guid. Services	1,816,403	51	23	23,396	24,326	21,333	2,311	1,120	24,546	25,731	21,917
Health Services	664,256	3	34	17,609	18,685	17,514	4,889	1,120	17,953	20,314	17,745
Elem. Teachers	22,874,367	177	990	19,446	20,410	19,274	1,151	830	19,601	20,787	19,390
Sec. Teachers	22,857,909	655	438	19,987	20,793	18,781	1,936	1,211	20,913	22,020	19,257
4 ACTIVITIES **											
District Admin.	\$1,894,576	43	9	\$35,846	\$38,192	\$24,642	\$4,552	\$3,383	\$36,434	\$38,509	26,521
School Admin.	3,895,398	107	12	31,904	31,941	31,576	3,254	1,200	32,734	32,853	31,676
Student Services	3,436,960	60	95	21,446	23,968	19,853	2,351	967	22,174	25,300	\$20,199
Instruct.Services	45,732,276	832	1,428	19,708	20,712	19,123	1,840	1,042	20,236	21,758	19,349

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (25 DISTRICTS)

(Average Salary Based on Actual Employee Count)

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	MEN *	WOMEN *	ALL	MEN	WOMEN
				(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
=====											
22 ACTIVITIES											
Superintendent	\$991,900	25	0	\$38,630	\$38,630	\$0	\$4,356	\$0	\$39,676	\$39,676	\$0
Asst. Supt.	0	0	0	0	0	0	0	0	0	0	0
Director	150,320	9	1	14,937	13,426	28,531	960	0	15,032	13,532	28,531
Supv./Coord.	40,740	1	1	20,370	16,740	24,000	0	0	20,370	16,740	24,000
Cons./Spec.	28,910	1	1	13,958	9,720	18,195	994	0	14,455	10,714	18,195
Elem. Principals	808,515	22	5	28,628	28,944	27,236	2,743	3,625	29,945	30,066	29,411
Sec. Principals	910,560	28	0	31,267	31,267	0	3,190	0	32,520	32,520	0
Asst. Principals	30,056	1	0	29,600	29,600	0	456	0	30,056	30,056	0
Elem. Teachers	10,220,688	100	431	18,880	19,312	18,780	1,822	937	19,248	20,204	19,026
Sec. Teachers	10,727,780	306	226	18,830	19,475	17,956	2,199	1,354	20,165	21,207	18,753
Librarians	334,365	4	11	21,363	23,197	20,696	2,506	800	22,291	25,076	21,278
Counselors	638,050	17	8	23,697	24,386	22,234	2,293	2,247	25,522	26,409	23,638
Sch. Psychologist	138,040	3	4	18,790	23,785	15,044	2,011	1,125	19,720	24,455	16,169
Psych. Examiner	11,509	0	1	10,293	0	10,293	0	1,216	11,509	0	11,509
School Nurse	35,192	0	2	17,596	0	17,596	0	0	17,596	0	17,596
Sch. Social Worker	0	0	0	0	0	0	0	0	0	0	0
Sp./H Therapist	182,351	1	12	13,807	17,250	13,520	0	572	14,027	17,250	13,758
Head Teacher	0	0	0	0	0	0	0	0	0	0	0
Dean Boys/girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	3,078	1	0	3,078	3,078	0	0	0	3,078	3,078	0
Interns	0	0	0	0	0	0	0	0	0	0	0
Media Generalists	224,150	3	7	22,208	21,442	22,536	0	414	22,415	21,442	22,832
=====											
TOTALS	25,476,204	522	710								
=====											
11 ACTIVITIES **											
Superintendent	\$991,900	25	0	\$38,630	\$38,630	\$0	\$4,356	\$0	\$39,676	\$39,676	\$0
Other Dist. Admin.	153,398	10	1	13,858	12,391	28,531	960	0	13,946	12,487	28,531
Cur/Prog Services	69,650	2	2	17,164	13,230	21,098	994	0	17,412	13,727	21,098
Elem. Principals	808,515	22	5	28,628	28,944	27,236	2,743	3,625	29,945	30,066	29,411
Sec. Principals	910,560	28	0	31,267	31,267	0	3,190	0	32,520	32,520	0
Asst. Principals	30,056	1	0	29,600	29,600	0	456	0	30,056	30,056	0
Media Services	558,515	7	18	21,701	22,445	21,411	2,506	652	22,340	23,519	21,882
Guid. Services	787,599	20	13	22,250	24,296	19,103	2,275	1,695	23,867	26,116	20,407
Health Services	217,543	1	14	14,312	17,250	14,102	0	572	14,503	17,250	14,307
Elem. Teachers	10,220,688	100	431	18,880	19,312	18,780	1,822	937	19,248	20,204	19,026
Sec. Teachers	10,727,780	306	226	18,830	19,475	17,956	2,199	1,354	20,165	21,207	18,753
=====											
4 ACTIVITIES **											
District Admin.	\$1,214,948	37	3	\$29,671	\$30,166	\$23,575	\$3,512	\$0	\$30,374	\$30,925	23,575
School Admin.	1,749,131	51	5	29,965	30,232	27,236	2,868	3,625	31,234	31,413	29,411
Student Services	1,563,657	28	45	20,431	23,581	18,471	2,312	1,010	21,420	25,150	\$19,099
Instruct. Services	20,948,468	406	657	18,855	19,435	18,497	2,136	1,163	19,707	20,960	18,932

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (43 DISTRICTS)

(Average Salary Based on Actual Employee Count)

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY + EXTRA PAY		
				ALL (e)	MEN (f)	WOMEN (g)	MEN * (h)	WOMEN * (i)	ALL (j)	MEN (k)	WOMEN (l)
=====											
22 ACTIVITIES											
Superintendent	\$1,226,217	37	0	\$32,240	\$32,240	\$0	\$3,031	\$0	\$33,141	\$33,141	\$0
Asst. Supt.	0	0	0	0	0	0	0	0	0	0	0
Director	27,880	5	0	5,576	5,576	0	0	0	5,576	5,576	0
Supv./Coord.	0	0	0	0	0	0	0	0	0	0	0
Cons./Spec.	30,378	0	2	14,533	0	14,533	0	1,313	15,189	0	15,189
Elem. Principals	331,890	7	6	23,432	23,700	23,120	3,617	3,060	25,530	26,284	24,650
Sec. Principals	361,896	12	0	28,856	28,856	0	3,124	0	30,158	30,158	0
Asst. Principals	0	0	0	0	0	0	0	0	0	0	0
Elem. Teachers	5,879,781	74	259	17,287	17,958	17,095	1,550	945	17,657	18,733	17,350
Sec. Teachers	6,769,290	212	153	17,397	18,239	16,230	2,042	1,008	18,546	19,780	16,836
Librarians	298,304	4	12	18,409	16,653	18,994	488	575	18,644	17,019	19,186
Counselors	314,132	9	5	21,131	21,152	21,092	2,904	297	22,438	23,088	21,270
Sch. Psychologist	47,712	2	2	10,972	6,324	15,619	487	1,671	11,928	6,567	17,290
Psych. Examiner	0	0	0	0	0	0	0	0	0	0	0
School Nurse	10,884	0	1	10,884	0	10,884	0	0	10,884	0	10,884
Sch.Social Worker	0	0	0	0	0	0	0	0	0	0	0
Sp./H Therapist	43,875	0	5	8,602	0	8,602	0	435	8,775	0	8,775
Head Teacher	38,696	0	2	19,048	0	19,048	0	600	19,348	0	19,348
Dean Boys/girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	0	0	0	0	0	0	0	0	0	0	0
Interns	0	0	0	0	0	0	0	0	0	0	0
Media Generalists	128,828	1	6	18,383	21,125	17,926	0	150	18,404	21,125	17,951
=====											
TOTALS	15,509,763	363	453								
=====											
11 ACTIVITIES **											
Superintendent	\$1,226,217	37	0	\$32,240	\$32,240	\$0	\$3,031	\$0	\$33,141	\$33,141	\$0
Other Dist.Admin.	27,880	5	0	5,576	5,576	0	0	0	5,576	5,576	0
Cur/Prog Services	30,378	0	2	14,533	0	14,533	0	1,313	15,189	0	15,189
Elem. Principals	370,586	7	8	22,848	23,700	22,102	3,617	2,445	24,705	26,284	23,324
Sec. Principals	361,896	12	0	28,856	28,856	0	3,124	0	30,158	30,158	0
Asst. Principals	0	0	0	0	0	0	0	0	0	0	0
Media Services	427,132	5	18	18,401	17,547	18,638	488	490	18,571	17,840	18,774
Guid. Services	361,844	11	7	18,873	18,456	19,528	2,558	846	20,103	20,084	20,133
Health Services	54,759	0	6	8,982	0	8,982	0	435	9,127	0	9,127
Elem. Teachers	5,879,781	74	259	17,287	17,958	17,095	1,550	945	17,657	18,733	17,350
Sec. Teachers	6,769,290	212	153	17,397	18,239	16,230	2,042	1,008	18,546	19,780	16,836
=====											
4 ACTIVITIES **											
District Admin.	\$1,284,475	42	2	\$28,405	\$29,065	\$14,533	\$3,031	\$1,313	\$29,192	\$29,859	15,189
School Admin.	732,482	19	8	25,518	26,956	22,102	3,371	2,445	27,129	28,730	23,324
Student Services	843,735	16	31	17,379	18,172	16,970	1,937	629	17,952	19,383	\$17,214
Instruct.Services	12,649,071	286	412	17,344	18,166	16,774	1,950	980	18,122	19,509	17,159

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT
FOR
FOUR ACTIVITY CLASSIFICATIONS IN FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS

STUDENT MEMBERSHIP GROUPS	STUDENT MEMBERSHIP	Expenditure per Student equal Total Salary divided by Student Membership	ACTIVITY CLASSIFICATIONS				
			DISTRICT ADMINISTRATION	SCHOOL ADMINISTRATION	STUDENT SERVICES	INSTRUCTIONAL SERVICES	ALL CERTIFIED ACTIVITY CLASSIFICATIONS
5000 +	89,695	Total Salary	\$3,981,715	\$7,226,295	\$7,467,526	\$94,197,726	\$112,873,262
STUDENTS		Expenditure per Student	\$44	\$81	\$83	\$1,050	\$1,258
2500-4999	45,010	Total Salary	\$2,320,833	\$3,747,287	\$3,323,263	\$46,265,917	\$55,657,300
STUDENTS		Expenditure per Student	\$52	\$83	\$74	\$1,028	\$1,237
1000-2499	45,803	Total Salary	\$1,894,576	\$3,895,398	\$3,436,960	\$45,732,276	\$54,959,210
STUDENTS		Expenditure per Student	\$41	\$85	\$75	\$998	\$1,200
500-999	18,589	Total Salary	\$1,214,948	\$1,749,131	\$1,563,657	\$20,948,468	\$25,476,204
STUDENTS		Expenditure per Student	\$65	\$94	\$84	\$1,127	\$1,370
1-499	9,294	Total Salary	\$1,284,475	\$732,482	\$843,735	\$12,649,071	\$15,509,763
STUDENTS		Expenditure per Student	\$138	\$79	\$91	\$1,361	\$1,669
TOTALS	208,391	Total Expenditure per Student	\$51	\$83	\$80	\$1,055	\$1,269

NOTE: The total salary includes base salary and extra pay.

EXPERIENCE LEVELS OF CERTIFIED STAFF
FOR
FOR ALL ACTIVITY CLASSIFICATION GROUPS
*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	FIRST YEAR	2-5 YEARS	6-10 YEARS	11-15 YEARS	16-20 YEARS	21-30 YEARS	31 + YEARS	TOTAL STAFF
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
22 ACTIVITIES								
Superintendent	0	0	6	12	16	55	22	111
Asst. Supt.	0	0	0	2	4	17	4	27
Director	0	3	6	19	13	20	9	70
Supv./Coord.	0	1	9	6	15	22	3	56
Cons./Spec.	1	4	7	13	11	4	3	43
Elem. Principals	0	1	21	61	65	85	20	253
Sec. Principals	0	1	8	36	36	69	15	165
Asst. Principals	1	0	8	18	23	31	11	92
Elem. Teachers	240	1,059	1,417	1,284	757	656	128	5,541
Sec. Teachers	205	876	1,031	1,135	892	750	142	5,031
Librarians	2	8	13	31	29	26	6	115
Counselors	2	10	33	58	55	75	17	250
Sch. Psychologist	2	20	19	17	14	17	5	94
Psych. Examiner	0	0	2	0	0	0	1	3
School Nurse	1	11	11	7	5	4	2	41
Sch. Social Worker	1	4	5	5	1	1	0	17
Sp./H Therapist	4	37	36	32	13	7	0	129
Head Teacher	0	0	4	2	1	2	0	9
Dean Boys/girls	0	0	1	0	0	1	0	2
Business Manager	0	0	1	1	1	3	1	7
Interns	0	0	2	1	1	1	0	5
Media Generalists	0	7	13	9	14	11	2	56
TOTALS	459	2,042	2,653	2,749	1,966	1,857	391	12,117
11 ACTIVITIES **								
Superintendent	0	0	6	12	16	55	22	111
Other dist. Admin.	0	3	7	22	18	40	14	104
Cur/Prog Services	1	5	16	19	26	26	6	99
Elem. Principals	0	1	25	63	66	87	20	262
Sec. Principals	0	1	8	36	36	69	15	165
Asst. Principals	1	0	8	18	23	31	11	92
Media Services	2	15	26	40	43	37	8	171
Guid. Services	5	34	60	80	70	94	23	366
Health Services	5	48	47	39	18	11	2	170
Elem. Teachers	240	1,059	1,417	1,284	757	656	128	5,541
Sec. Teachers	205	876	1,031	1,135	892	750	142	5,031
4 ACTIVITIES **								
District Admin.	1	8	29	53	60	121	42	314
School Admin.	1	2	41	117	125	187	46	519
Student Services	12	97	133	159	131	142	33	707
Instruct. Services	445	1,935	2,448	2,419	1,649	1,406	270	10,572

NOTE: Experience shown in the table, includes total experience in education -- in-state, out-of-state, public and non-public school service.

** The 11 activity and 4 activity classifications do not include Interns.

AGE LEVEL OF CERTIFIED STAFF
FOR
ALL ACTIVITY CLASSIFICATION GROUPS
*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	Under 21 YEAR	21-25 YEARS	26-30 YEARS	31-35 YEARS	36-40 YEARS	41-45 YEARS	46-50 YEARS	51-55 YEARS	56-60 YEARS	Over 60 YEARS	TOTAL STAFF
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(i)	(j)	(k)	(l)
22 ACTIVITIES											
Superintendent	0	0	0	2	15	12	30	27	19	6	111
Asst. Supt.	0	0	0	0	3	4	4	13	2	1	27
Director	0	0	4	0	18	17	12	5	11	3	70
Supv./Coord.	0	0	1	6	6	12	14	8	7	2	56
Cons./Spec.	0	1	1	7	16	7	6	1	3	1	43
Elem. Principals	0	0	0	20	58	61	57	27	26	4	253
Sec. Principals	0	0	3	9	37	37	32	26	16	5	165
Asst. Principals	0	0	0	10	19	19	16	19	6	3	92
Elem. Teachers	4	278	689	966	1,242	845	545	453	359	160	5,541
Sec. Teachers	4	181	558	819	1,212	892	600	410	266	89	5,031
Librarians	1	1	2	9	25	17	16	14	18	12	115
Counselors	2	0	5	26	47	56	44	29	27	14	250
Sch. Psychologist	0	1	6	9	20	19	17	14	7	1	94
Psych. Examiner	0	0	1	0	0	1	0	0	0	1	3
School Nurse	0	0	2	5	7	9	5	2	10	1	41
Sch. Social Worker	0	0	2	6	5	2	1	1	0	0	17
Sp./H Therapist	0	5	36	36	25	11	6	4	2	4	129
Head Teacher	0	0	0	2	1	2	1	2	1	0	9
Dean Boys/girls	0	0	0	0	1	1	0	0	0	0	2
Business Manager	0	0	0	0	1	1	0	4	1	0	7
Interns	0	0	1	2	0	1	1	0	0	0	5
Media Generalists	0	0	0	4	13	17	6	6	6	4	56
TOTALS	11	467	1,311	1,938	2,771	2,043	1,413	1,065	787	311	12,117
11 ACTIVITIES **											
Superintendent	0	0	0	2	15	12	30	27	19	6	111
Other dist. Admin.	0	0	4	0	22	22	16	64	14	4	146
Cur/Prog Services	0	1	2	13	22	19	20	77	10	3	167
Elem. Principals	0	0	0	22	59	63	58	202	27	4	435
Sec. Principals	0	0	3	9	37	37	32	118	16	5	257
Asst. Principals	0	0	0	10	19	19	16	64	6	3	137
Media Services	1	1	2	13	38	34	22	111	24	16	262
Guid. Services	2	1	14	41	73	79	62	272	34	16	594
Health Services	0	5	38	41	32	20	11	147	12	5	311
Elem. Teachers	4	278	689	966	1,242	845	545	453	359	160	5,541
Sec. Teachers	4	181	558	819	1,212	892	600	410	266	89	5,031
4 ACTIVITIES **											
District Admin.	0	1	6	15	59	53	66	58	43	13	314
School Admin.	0	0	3	41	115	119	106	74	49	12	519
Student Services	3	7	54	95	143	133	95	70	70	37	707
Instruct. Services	8	459	1,247	1,785	2,454	1,737	1,145	863	625	249	10,572

NOTE: The median age group for all certified employees is 36-40 years.

** The 11 activity and 4 activity classification groups do not include Interns.

EDUCATION LEVELS OF CERTIFIED STAFF

IN

22 ACTIVITY CLASSIFICATIONS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	NO DEGREE (a)	OTHER (b)	ASSOC. (c)	BA/BS (d)	MA/MS (e)	6-YEARS (f)	PhD/EdD (g)	TOTAL STAFF (h)
22 ACTIVITIES								
Superintendent	0	0	0	1	72	10	28	111
Asst. Supt.	0	0	0	0	17	3	7	27
Director	0	0	0	8	43	3	16	70
Supv./Coord.	0	0	1	18	32	2	3	56
Cons./Spec.	0	0	0	17	25	1	0	43
Elem. Principals	0	1	1	11	218	13	9	253
Sec. Principals	0	0	0	5	143	9	8	165
Asst. Principals	0	0	0	6	80	4	2	92
Elem. Teachers	0	0	10	4,625	895	4	7	5,541
Sec. Teachers	20	46	4	3,670	1,271	6	14	5,031
Librarians	0	0	1	86	27	0	1	115
Counselors	0	0	0	13	233	2	2	250
Sch. Psychologist	0	0	1	0	68	8	17	94
Psych. Examiner	0	0	0	0	3	0	0	3
School Nurse	1	12	7	16	5	0	0	41
Sch. Social Worker	0	0	0	0	17	0	0	17
Sp./H Therapist	0	0	0	5	122	0	2	129
Head Teacher	0	0	0	6	3	0	0	9
Dean Boys/girls	0	0	0	0	0	1	1	2
Business Manager	0	0	0	1	6	0	0	7
Interns	0	0	0	1	4	0	0	5
Media Generalists	0	0	0	39	17	0	0	56
TOTALS	21	59	25	8,528	3,301	66	117	12,117
PERCENTAGE	0.2%	0.5%	0.2%	70.4%	27.2%	0.5%	1.0%	100.0%
4 ACTIVITIES **								
District Admin.	0	0	1	45	195	19	54	314
School Admin.	0	1	1	28	444	26	19	519
Student Services	1	12	9	159	492	11	23	707
Instruct. Services	20	46	14	8,295	2,166	10	21	10,572

NOTE: Most of the personnel holding less than a bachelor's degree are school nurses, vocational education instructors, or employees having one of the following types of certificates: Life, Pre-professional, Provisional, State Elementary, or State High School certificate.

** The four activity classification group does not include Interns.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE

IN

22 ACTIVITY AND 4 ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	BOISE STATE (a)	IDAHO STATE (b)	COLLEGE OF IDAHO (c)	UNIV. OF IDAHO (d)	OTHER IDAHO (e)	NON- IDAHO (f)	TOTAL EMPLOYEES (g)	% DEGREES RECEIVED IN IDAHO
22 ACTIVITIES								
Superintendent	1	11	6	37	1	55	111	50.45%
Asst. Supt.	1	1	4	8	0	13	27	51.85%
Director	2	12	3	10	1	42	70	40.00%
Supv./Coord.	2	8	4	15	3	24	56	57.14%
Cons./Spec.	3	3	1	9	4	23	43	46.51%
Elem. Principals	20	38	30	51	3	111	253	56.13%
Sec. Principals	4	28	21	48	2	62	165	62.42%
Asst. Principals	0	10	20	26	1	35	92	61.96%
Elem. Teachers	865	861	214	707	396	2,498	5,541	54.92%
Sec. Teachers	611	727	199	931	286	2,277	5,031	54.74%
Librarians	10	20	5	20	9	51	115	55.65%
Counselors	12	47	52	46	2	91	250	63.60%
Sch. Psychologist	1	17	4	17	1	54	94	42.55%
Psych. Examiner	0	1	0	0	0	2	3	33.33%
School Nurse	4	4	1	3	1	28	41	31.71%
Sch. Social Worker	0	0	0	0	0	17	17	0.00%
Sp./H Therapist	3	42	1	0	1	82	129	36.43%
Head Teacher	0	3	0	1	0	5	9	44.44%
Dean Boys/girls	0	1	0	0	0	1	2	50.00%
Business Manager	0	2	0	2	0	3	7	57.14%
Interns	0	0	1	1	1	2	5	60.00%
Media Generalists	5	10	1	8	3	29	56	48.21%
TOTALS	1,544	1,846	567	1,940	715	5,505	12,117	54.57%
PERCENTAGE	12.74%	15.23%	4.68%	16.01%	5.90%	45.43%	100.00%	
4 ACTIVITIES **								
District Admin.	9	37	18	81	9	160	314	49.04%
School Admin.	24	79	71	126	6	213	519	58.96%
Student Services	35	142	64	94	17	355	707	49.79%
Instruct. Services	1,476	1,588	413	1,638	682	4,775	10,572	54.83%

** The four activity classification group does not include interns.

CERTIFIED STAFF TURNOVER
FOR
FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS

MEMBERSHIP GROUPS DISTRICTS WITH (a)	TURNOVER STATEWIDE NUMBER AND % ALL REASONS COMBINED					
	TOTAL		MEN		WOMEN	
	NUMBER (d)+(f) (b)	PERCENT (b)/Sum of (b) (c)	NUMBER (d)	PERCENT (d)/(b) (e)	NUMBER (f)	PERCENT (g)/(b) (g)
5000 + STUDENTS	480	34.0%	130	27.1%	350	72.9%
2500-4999 STUDENTS	300	21.3%	125	41.7%	175	58.3%
1000-2499 STUDENTS	306	21.7%	128	41.8%	178	58.2%
500-999 STUDENTS	166	11.8%	73	44.0%	93	56.0%
1-499 STUDENTS	159	11.3%	69	43.4%	90	56.6%
TOTALS	1,411	100.0%	525	37.2%	886	62.8%

DISTRICTS WITH	LEAVING TO WORK IN IDAHO SCHOOL DISTRICT		LEAVING TO WORK IN OUT OF STATE SCHOOL		LEAVING PROFESSION		LEAVING TO RETURN TO SCHOOL		LEAVING DUE TO TRANSFER OF SPOUSE	
	#	%	#	%	#	%	#	%	#	%
5000 + STUDENTS	63	13.1%	58	12.1%	162	33.8%	9	1.9%	33	6.9%
2500-4999 STUDENTS	45	15.0%	93	31.0%	43	14.3%	11	3.7%	24	8.0%
1000-2499 STUDENTS	76	24.2%	90	29.4%	50	16.3%	8	2.6%	16	5.2%
500-999 STUDENTS	43	25.9%	44	26.5%	26	15.7%	5	3.0%	5	3.0%
1-499 STUDENTS	61	38.4%	42	26.4%	23	14.5%	6	3.8%	3	1.9%
STATEWIDE	286	20.3%	327	23.2%	304	21.5%	39	2.8%	81	5.7%

DISTRICTS WITH	% LEAVING DUE TO RETIREMENT		DEATH		% LEAVE OF ABSENCE		TRANSFERRED TO NON-CERTIFIED OR REDUCT. IN FORCE		TOTALS	
	#	%	#	%	#	%	#	%	#	%
5000 + STUDENTS	86	17.9%	3	0.6%	66	13.8%	0	0.0%	480	100.0%
2500-4999 STUDENTS	40	13.3%	4	1.3%	34	11.3%	6	2.0%	300	100.0%
1000-2499 STUDENTS	33	10.8%	4	1.3%	24	7.8%	7	2.3%	306	100.0%
500-999 STUDENTS	14	8.4%	2	1.2%	10	6.0%	17	10.2%	166	100.0%
1-499 STUDENTS	17	10.7%	1	0.6%	2	1.3%	4	2.5%	159	100.0%
STATEWIDE	190	13.5%	14	1.0%	136	9.6%	34	2.4%	1,411	100.0%

NONCERTIFIED

STAFF

TABLES

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

*** STATEWIDE SUMMARY ***

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	(b)+(c) (a)	(b)	(c)	(e)+(f) (d)	(e)	(f)
Professional Services	23	7	16	12.8	4.0	8.8
Nurse	11	0	11	2.7	0.0	2.7
Social Worker	2	0	2	0.3	0.0	0.3
Special Proj. Personnel	151	24	127	88.2	12.7	75.5
Clerk-Board of Trustees	99	8	91	50.5	2.8	47.7
Business Manager	24	13	11	16.5	10.2	6.3
Public Information	6	1	5	3.7	1.0	2.7
Office Clerical - Dist.	326	8	318	250.6	6.8	243.8
Office Clerical - Elem.	304	0	304	172.2	0.0	172.2
Office Clerical - Sec.	358	0	358	237.4	0.0	237.4
Teacher Aide	1,870	28	1,842	877.0	13.9	863.1
Library Aide	240	2	238	126.3	1.4	124.9
Technical Services	46	44	2	39.6	39.6	0.0
Maintenance Supervisor	82	82	0	75.9	75.9	0.0
Maintenance Worker	228	224	4	210.1	207.5	2.6
Janitor, Custodian	1,235	845	390	992.2	737.4	254.8
Transp. Supervisor	77	71	6	52.6	49.2	3.4
Vehicle Operator	1,208	484	724	355.9	137.1	218.8
Attendance Officer	12	6	6	6.0	2.6	3.4
Other	131	51	80	68.2	36.4	31.8
Food Service - Supv.	75	4	71	48.6	2.6	46.0
Food Service - Manager	226	1	225	117.8	0.9	116.9
Food Service - Cook	868	1	867	379.4	0.2	379.2
Food Service - Other	395	12	383	153.8	6.6	127.2
TOTALS	7,997	1,916	6,081	4,318.3	1,348.8	2,969.5

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	
	(m)/(a) (g)	(h)	(i)	(j)	(k)	(l)	
Professional Services	\$15,716	\$19,192	\$14,195	\$13.79	\$16.86	\$12.45	\$361,461
Nurse	4,981	0	4,981	8.85	0.00	8.85	54,788
Social Worker	4,910	0	4,910	10.30	0.00	10.30	9,820
Special Proj. Personnel	8,930	12,624	8,232	6.87	9.72	6.33	1,348,411
Clerk-Board of Trustees	10,122	10,153	10,119	9.43	17.23	8.74	1,002,070
Business Manager	19,865	27,970	10,288	11.89	16.04	6.98	476,771
Public Information	13,146	32,510	9,273	9.30	15.60	8.04	78,874
Office Clerical - Dist.	11,837	11,899	11,835	6.92	6.51	6.93	3,858,783
Office Clerical - Elem.	8,171	0	8,171	6.22	0.00	6.22	2,483,983
Office Clerical - Sec.	9,778	0	9,778	6.42	0.00	6.42	3,500,550
Teacher Aide	5,404	5,898	5,397	5.08	5.21	5.08	10,105,713
Library Aide	6,502	11,679	6,458	5.48	7.90	5.46	1,560,471
Technical Services	14,639	15,277	602	8.09	8.22	5.20	673,372
Maintenance Supervisor	19,243	19,243	0	9.82	9.82	0.00	1,577,901
Maintenance Worker	15,474	15,620	7,333	7.89	7.95	4.68	3,528,165
Janitor, Custodian	10,627	11,642	8,430	6.08	6.25	5.72	13,124,922
Transp. Supervisor	14,539	14,782	11,666	9.47	9.55	8.50	1,119,513
Vehicle Operator	4,845	4,844	4,846	6.85	7.10	6.69	5,852,870
Attendance Officer	9,223	11,123	7,323	7.62	9.38	5.85	110,674
Other	9,128	13,975	6,038	7.10	8.65	6.11	1,195,725
Food Service - Supv.	11,798	12,971	11,732	7.90	9.20	7.83	884,849
Food Service - Manager	7,068	12,600	7,044	6.09	6.30	6.09	1,597,429
Food Service - Cook	5,346	2,149	5,350	5.29	3.90	5.29	4,640,174
Food Service - Other	4,188	7,321	4,090	5.02	5.72	5.00	1,654,325
TOTALS	\$7,603	\$11,019	\$6,527	\$6.14	\$7.24	\$5.79	\$60,801,614

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS
(9 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	(b)+(c) (a)	(b)	(c)	(e)+(f) (d)	(e)	(f)
Professional Services	15	5	10	8.7	3.6	5.1
Nurse	1	0	1	0.3	0.0	0.3
Social Worker	1	0	1	0.2	0.0	0.2
Special Proj. Personnel	109	11	98	70.8	8.6	62.2
Clerk-Board of Trustees	6	0	6	5.7	0.0	5.7
Business Manager	9	3	6	4.2	2.9	1.3
Public information	5	0	5	2.7	0.0	2.7
Office Clerical - Dist.	142	8	134	122.7	6.8	115.9
Office Clerical - Elem.	118	0	118	68.0	0.0	68.0
Office Clerical - Sec.	159	0	159	107.5	0.0	107.5
Teacher Aide	689	10	679	347.8	5.2	342.6
Library Aide	128	2	126	72.0	1.4	70.6
Technical Services	16	16	0	15.2	15.2	0.0
Maintenance Supervisor	14	14	0	13.7	13.7	0.0
Maintenance Worker	116	115	1	114.2	113.2	1.0
Janitor, Custodian	481	396	85	444.0	369.3	74.7
Transp. Supervisor	13	11	2	8.7	7.3	1.4
Vehicle Operator	278	95	183	109.6	34.7	74.9
Attendance Officer	3	2	1	2.1	1.3	0.8
Other	64	32	32	36.0	26.5	9.5
Food Service - Supv.	13	2	11	10.3	1.8	8.5
Food Service - Manager	119	1	118	61.6	0.9	60.7
Food Service - Cook	237	1	236	105.9	0.2	105.7
Food Service - Other	255	4	251	91.2	4.0	87.2
TOTALS	2,991	728	2,263	1,823.1	616.6	1,206.5

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	
	(m)/(a) (g)	(h)	(i)	(j)	(k)	(l)	(m)
Professional Services	\$17,378	\$24,395	\$13,869	\$13.72	\$15.84	\$12.66	\$260,668
Nurse	5,977	0	5,977	8.70	0.00	8.70	5,977
Social Worker	6,000	0	6,000	10.00	0.00	10.00	6,000
Special Proj. Personnel	9,586	18,535	8,581	6.47	10.70	6.00	1,044,824
Clerk-Board of Trustees	21,367	0	21,367	10.50	0.00	10.50	128,204
Business Manager	14,690	37,804	3,133	9.66	18.43	5.27	132,208
Public information	9,273	0	9,273	8.04	0.00	8.04	46,364
Office Clerical - Dist.	13,062	11,899	13,131	6.88	6.51	6.90	1,854,735
Office Clerical - Elem.	8,533	0	8,533	6.43	0.00	6.43	1,006,871
Office Clerical - Sec.	9,987	0	9,987	6.42	0.00	6.42	1,587,921
Teacher Aide	5,561	5,710	5,559	4.88	5.11	4.88	3,831,540
Library Aide	6,924	11,679	6,848	5.52	7.90	5.48	886,223
Technical Services	15,328	15,328	0	7.62	7.62	0.00	245,243
Maintenance Supervisor	25,399	25,399	0	12.33	12.33	0.00	355,591
Maintenance Worker	16,347	16,395	10,878	7.91	7.93	5.20	1,896,295
Janitor, Custodian	11,720	11,887	10,939	5.96	5.98	5.85	5,637,281
Transp. Supervisor	13,115	12,480	16,609	8.27	8.00	9.75	170,494
Vehicle Operator	5,825	5,663	5,910	6.21	6.43	6.10	1,619,479
Attendance Officer	17,968	20,515	12,874	11.53	13.45	7.70	53,904
Other	10,524	16,585	4,462	7.20	8.86	5.53	673,524
Food Service - Supv.	18,337	16,003	18,762	10.33	8.50	10.66	238,383
Food Service - Manager	7,214	12,600	7,168	6.28	6.30	6.28	858,408
Food Service - Cook	5,445	2,149	5,459	5.29	3.90	5.30	1,290,445
Food Service - Other	4,526	14,331	4,369	5.14	6.83	5.11	1,154,066
TOTALS	\$8,353	\$12,582	\$6,993	\$5.95	\$6.88	\$5.65	\$24,984,648

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

100L DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS
(12 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
	(b)+(c) (a)	(b)	(c)	(e)+(f) (d)	(e)	(f)
Professional Services	5	0	5	3.5	0.0	3.5
Nurse	4	0	4	1.7	0.0	1.7
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	21	5	16	12.7	3.5	9.2
Clerk-Board of Trustees	7	2	5	3.7	1.0	2.7
Business Manager	4	4	0	3.8	3.8	0.0
Public information	1	1	0	1.0	1.0	0.0
Office Clerical - Dist.	58	0	58	43.3	0.0	43.3
Office Clerical - Elem.	75	0	75	39.8	0.0	39.8
Office Clerical - Sec.	70	0	70	46.2	0.0	46.2
Teacher Aide	382	11	371	171.2	5.6	165.6
Library Aide	41	0	41	19.3	0.0	19.3
Technical Services	14	14	0	13.1	13.1	0.0
Maintenance Supervisor	13	13	0	12.6	12.6	0.0
Maintenance Worker	47	47	0	46.1	46.1	0.0
Janitor, Custodian	254	161	93	210.3	141.2	69.1
Transp. Supervisor	13	11	2	10.0	8.5	1.5
Vehicle Operator	262	95	167	80.5	29.9	50.6
Attendance Officer	3	0	3	1.7	0.0	1.7
Other	17	3	14	10.2	2.2	8.0
Food Service - Supv.	8	0	8	6.4	0.0	6.4
Food Service - Manager	41	0	41	21.9	0.0	21.9
Food Service - Cook	232	0	232	99.8	0.0	99.8
Food Service - Other	50	5	45	17.4	2.3	15.1
TOTALS	1,622	372	1,250	876.2	270.8	605.4

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	
	(m)/(a) (g)	(h)	(i)	(j)	(k)	(l)	
Professional Services	\$16,276	\$0	\$16,276	\$11.52	\$0.00	\$11.52	\$81,379
Nurse	5,793	0	5,793	6.50	0.00	6.50	23,170
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	8,721	14,131	7,030	6.46	9.66	5.46	183,136
Clerk-Board of Trustees	13,394	15,597	12,513	10.70	12.95	9.80	93,757
Business Manager	37,112	37,112	0	18.43	18.43	0.00	148,449
Public information	32,510	32,510	0	15.60	15.60	0.00	32,510
Office Clerical - Dist.	11,591	0	11,591	7.04	0.00	7.04	672,301
Office Clerical - Elem.	7,705	0	7,705	6.15	0.00	6.15	577,854
Office Clerical - Sec.	10,098	0	10,098	6.71	0.00	6.71	706,847
Teacher Aide	5,133	6,491	5,093	5.04	5.50	5.03	1,960,730
Library Aide	5,700	0	5,700	5.44	0.00	5.44	233,689
Technical Services	16,048	16,048	0	8.01	8.01	0.00	224,668
Maintenance Supervisor	21,302	21,302	0	10.41	10.41	0.00	276,927
Maintenance Worker	17,631	17,631	0	8.53	8.53	0.00	828,666
Janitor, Custodian	11,276	12,005	10,013	6.21	6.30	6.05	2,863,996
Transp. Supervisor	17,579	18,144	14,469	10.61	10.97	8.65	228,525
Vehicle Operator	4,744	4,971	4,615	6.40	6.49	6.35	1,242,868
Attendance Officer	6,678	0	6,678	5.47	0.00	5.47	20,035
Other	9,481	14,583	8,387	6.77	8.50	6.40	161,169
Food Service - Supv.	14,124	0	14,124	8.13	0.00	8.13	112,991
Food Service - Manager	7,536	0	7,536	6.18	0.00	6.18	308,969
Food Service - Cook	5,375	0	5,375	5.37	0.00	5.37	1,247,090
Food Service - Other	4,115	5,236	3,990	5.07	5.22	5.05	205,738
TOTALS	\$7,667	\$11,718	\$6,461	\$6.08	\$7.19	\$5.75	\$12,435,464

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS
(27 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	2	1	1	0.5	0.3	0.2
Nurse	2	0	2	0.3	0.0	0.3
Social Worker	1	0	1	0.1	0.0	0.1
Special Proj. Personnel	11	3	8	2.8	0.6	2.2
Clerk-Board of Trustees	13	0	13	9.0	0.0	9.0
Business Manager	9	5	4	6.5	2.5	4.0
Public information	0	0	0	0.0	0.0	0.0
Office Clerical - Dist.	57	0	57	44.6	0.0	44.6
Office Clerical - Elem.	67	0	67	40.6	0.0	40.6
Office Clerical - Sec.	76	0	76	52.0	0.0	52.0
Teacher Aide	424	2	422	204.7	0.6	204.1
Library Aide	42	0	42	22.3	0.0	22.3
Technical Services	10	10	0	8.6	8.6	0.0
Maintenance Supervisor	26	26	0	25.2	25.2	0.0
Maintenance Worker	39	39	0	33.0	33.0	0.0
Janitor, Custodian	276	163	113	191.4	131.6	59.8
Transp. Supervisor	20	19	1	16.8	16.4	0.4
Vehicle Operator	383	163	220	97.1	40.3	56.8
Attendance Officer	3	1	2	1.6	0.7	0.9
Other	36	11	25	20.0	7.6	12.4
Food Service - Supv.	24	2	22	16.1	0.8	15.3
Food Service - Manager	33	0	33	17.7	0.0	17.7
Food Service - Cook	233	0	233	104.3	0.0	104.3
Food Service - Other	34	2	32	9.9	0.2	9.7
TOTALS	1,821	447	1,374	925.1	268.4	656.7

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	
Professional Services	\$6,123	\$5,198	\$7,048	\$10.90	\$6.80	\$15.00	\$12,246
Nurse	4,364	0	4,364	9.75	0.00	9.75	8,727
Social Worker	3,820	0	3,820	10.60	0.00	10.60	3,820
Special Proj. Personnel	7,967	8,029	7,944	12.07	10.57	12.63	87,640
Clerk-Board of Trustees	15,516	0	15,516	9.81	0.00	9.81	201,703
Business Manager	16,718	15,161	18,663	11.43	13.42	8.95	150,458
Public information	0	0	0	0.00	0.00	0.00	0
Office Clerical - Dist.	12,553	0	12,553	7.28	0.00	7.28	715,507
Office Clerical - Elem.	8,701	0	8,071	6.21	0.00	6.21	582,942
Office Clerical - Sec.	9,855	0	9,855	6.36	0.00	6.36	749,002
Teacher Aide	5,782	3,150	5,794	5.28	3.30	5.29	2,451,511
Library Aide	6,533	0	6,533	5.36	0.00	5.36	274,393
Technical Services	15,278	15,278	0	8.55	8.55	0.00	152,778
Maintenance Supervisor	18,912	18,912	0	9.33	9.33	0.00	491,706
Maintenance Worker	13,817	13,817	0	7.61	7.61	0.00	538,851
Janitor, Custodian	9,365	11,242	6,657	6.12	6.59	5.45	2,584,659
Transp. Supervisor	17,568	18,238	4,842	9.79	10.02	5.50	351,364
Vehicle Operator	4,539	4,647	4,459	7.24	7.61	6.96	1,738,333
Attendance Officer	8,575	14,700	5,513	7.00	10.00	5.50	25,726
Other	9,096	12,027	7,808	7.16	7.35	7.08	327,463
Food Service - Supv.	12,256	9,940	12,467	8.23	9.90	8.08	294,146
Food Service - Manager	6,672	0	6,672	5.66	0.00	5.66	220,182
Food Service - Cook	5,424	0	5,424	5.25	0.00	5.25	1,263,703
Food Service - Other	3,326	1,643	3,431	4.62	5.00	4.60	113,079
TOTALS	\$7,326	\$9,846	\$6,506	\$6.33	\$7.52	\$5.94	\$13,339,939

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS
(25 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c)	MEN	WOMEN	TOTAL (e)+(f)	MEN	WOMEN
	(a)	(b)	(c)	(d)	(e)	(f)
Professional Services	0	0	0	0.0	0.0	0.0
Nurse	4	0	4	0.4	0.0	0.4
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	3	3	0	0.0	0.0	0.0
Clerk-Board of Trustees	31	4	27	13.4	1.6	11.8
Business Manager	1	1	0	1.0	1.0	0.0
Public information	0	0	0	0.0	0.0	0.0
Office Clerical - Dist.	30	0	30	18.0	0.0	18.0
Office Clerical - Elem.	29	0	29	16.5	0.0	16.5
Office Clerical - Sec.	38	0	38	23.7	0.0	23.7
Teacher Aide	243	3	240	97.8	1.2	96.6
Library Aide	15	0	15	7.9	0.0	7.9
Technical Services	6	4	2	2.7	2.7	0.0
Maintenance Supervisor	21	21	0	18.2	18.2	0.0
Maintenance Worker	13	12	1	9.7	8.7	1.0
Janitor, Custodian	131	73	58	90.3	57.9	32.4
Transp. Supervisor	19	18	1	12.2	12.1	0.1
Vehicle Operator	172	64	108	43.8	16.6	27.2
Attendance Officer	3	3	0	0.6	0.6	0.0
Other	9	3	6	1.2	0.0	1.2
Food Service - Supv.	18	0	18	9.4	0.0	9.4
Food Service - Manager	20	0	20	10.1	0.0	10.1
Food Service - Cook	107	0	107	44.0	0.0	44.0
Food Service - Other	24	1	23	6.0	0.1	5.9
TOTALS	937	210	727	426.9	120.7	306.2

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a)	MEN	WOMEN	TOTAL	MEN	WOMEN	
	(g)	(h)	(i)	(j)	(k)	(l)	
Professional Services	\$0	\$0	\$0	\$0.00	\$0.00	\$0.00	\$0
Nurse	4,229	0	4,229	10.78	0.00	10.78	16,914
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	908	908	0	7.10	7.10	0.00	2,724
Clerk-Board of Trustees	8,464	10,492	8,164	9.40	11.18	9.14	262,389
Business Manager	25,938	25,938	0	12.40	12.40	0.00	25,938
Public information	0	0	0	0.00	0.00	0.00	0
Office Clerical - Dist.	9,362	0	9,362	6.61	0.00	6.61	280,872
Office Clerical - Elem.	7,652	0	7,652	5.79	0.00	5.79	221,902
Office Clerical - Sec.	8,940	0	8,940	6.09	0.00	6.09	339,735
Teacher Aide	4,850	5,286	4,844	5.23	5.93	5.22	1,178,492
Library Aide	6,878	0	6,878	5.69	0.00	5.69	103,172
Technical Services	8,447	12,370	602	8.75	10.53	5.20	50,683
Maintenance Supervisor	16,071	16,071	0	8.79	8.79	0.00	337,481
Maintenance Worker	11,556	11,380	13,666	6.96	7.00	6.50	150,225
Janitor, Custodian	9,276	11,017	7,086	6.02	6.40	5.54	1,215,197
Transp. Supervisor	14,029	14,642	2,999	9.57	9.62	8.70	266,551
Vehicle Operator	4,442	4,456	4,433	6.99	6.98	7.00	763,991
Attendance Officer	3,670	3,670	0	6.47	6.47	0.00	11,009
Other	2,328	1,310	2,837	7.39	13.10	4.53	20,952
Food Service - Supv.	8,001	0	8,001	6.49	0.00	6.49	144,014
Food Service - Manager	6,271	0	6,271	5.59	0.00	5.59	125,411
Food Service - Cook	4,917	0	4,917	5.16	0.00	5.16	526,107
Food Service - Other	3,041	1,016	3,127	4.71	5.20	4.69	72,976
TOTALS	\$6,528	\$9,424	\$5,692	\$6.19	\$7.42	\$5.84	\$6,116,735

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

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ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS
(43 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	1	1	0	0.1	0.1	0.0
Nurse	0	0	0	0.0	0.0	0.0
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	7	2	5	1.9	0.0	1.9
Clerk-Board of Trustees	42	2	40	18.7	0.2	18.5
Business Manager	1	0	1	1.0	0.0	1.0
Public information	0	0	0	0.0	0.0	0.0
Office Clerical - Dist.	39	0	39	22.0	0.0	22.0
Office Clerical - Elem.	15	0	15	7.3	0.0	7.3
Office Clerical - Sec.	15	0	15	8.0	0.0	8.0
Teacher Aide	132	2	130	55.5	1.3	54.2
Library Aide	14	0	14	4.8	0.0	4.8
Technical Services	0	0	0	0.0	0.0	0.0
Maintenance Supervisor	8	8	0	6.2	6.2	0.0
Maintenance Worker	13	11	2	7.1	6.5	0.6
Janitor, Custodian	93	52	41	56.2	37.4	18.8
Transp. Supervisor	12	12	0	4.9	4.9	0.0
Vehicle Operator	113	67	46	24.9	15.6	9.3
Attendance Officer	0	0	0	0.0	0.0	0.0
Other	5	2	3	0.8	0.1	0.7
Food Service - Supv.	12	0	12	6.4	0.0	6.4
Food Service - Manager	13	0	13	6.5	0.0	6.5
Food Service - Cook	59	0	59	25.4	0.0	25.4
Food Service - Other	32	0	32	9.3	0.0	9.3
TOTALS	626	159	467	267.0	72.3	194.7

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	
Professional Services	\$7,168	\$7,168	\$0	\$32.00	\$32.00	\$0.00	\$7,168
Nurse	0	0	0	0.00	0.00	0.00	0
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	4,298	817	5,691	6.07	7.10	5.66	30,087
Clerk-Board of Trustees	7,524	4,031	7,699	8.95	33.60	7.72	316,017
Business Manager	19,718	0	19,718	9.40	0.00	9.40	19,718
Public information	0	0	0	0.00	0.00	0.00	0
Office Clerical - Dist.	8,599	0	8,599	6.55	0.00	6.55	335,368
Office Clerical - Elem.	6,294	0	6,294	5.79	0.00	5.79	94,414
Office Clerical - Sec.	7,803	0	7,803	6.22	0.00	6.22	117,045
Teacher Aide	5,178	7,249	5,146	5.34	4.95	5.35	683,440
Library Aide	4,500	0	4,500	5.34	0.00	5.34	62,994
Technical Services	0	0	0	0.00	0.00	0.00	0
Maintenance Supervisor	14,525	14,525	0	8.78	8.78	0.00	116,196
Maintenance Worker	8,779	9,940	2,394	7.19	7.86	3.50	114,128
Janitor, Custodian	8,858	10,773	6,429	6.34	6.81	5.74	823,789
Transp. Supervisor	8,548	8,548	0	8.79	8.79	0.00	102,579
Vehicle Operator	4,320	4,351	4,276	7.99	7.78	8.29	488,199
Attendance Officer	0	0	0	0.00	0.00	0.00	0
Other	2,523	1,000	3,539	5.98	6.05	5.93	12,617
Food Service - Supv.	7,943	0	7,943	6.59	0.00	6.59	95,315
Food Service - Manager	6,497	0	6,497	5.98	0.00	5.98	84,459
Food Service - Cook	5,302	0	5,302	5.32	0.00	5.32	312,829
Food Service - Other	3,390	0	3,390	4.72	0.00	4.72	108,466
TOTALS	\$6,270	\$7,630	\$5,807	\$6.53	\$8.01	\$6.03	\$3,924,828

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

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Inquiries regarding compliance with this nondiscriminatory policy may be directed to Jerry L. Evans, State Superintendent of Public Instruction, Len B. Jordan Office Building, Boise, Idaho, 83720, (208) 334-3301, or to the Director of Office for Civil Rights, Department of Education, Washington, D.C.